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Mass. Supervisor of Administration.

Report of the Supervisor of Administration relative...

Boston

1919

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REPORT

OF THE

SUPERVISOR OF ADMINISTRATION

RELATIVE TO

AN INVESTIGATION OF THE COMPENSATION AND WORKING CONDITIONS

OF

OFFICIALS AND EMPLOYEES OF THE COMMONWEALTH AND OF THE SEVERAL COUNTIES THEREOF

FEBRUARY, 1919

BOSTON
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REPORT OF THE SUPERVISOR OF ADMINISTRATION ON AN INVESTIGATION OF THE COMPENSATION AND WORKING CONDITIONS OF OFFICIALS AND EMPLOYEES OF THE COMMONWEALTH AND OF THE SEVERAL COUNTIES THEREOF.

Acting under the authority and direction of chapter 86 of the Resolves of 1918, the Supervisor of Administration has caused to be made a thorough and comprehensive study of the judicial system of the Commonwealth and the county activities. The results of this study with recommendations are incorporated in this report.

CHAPTER 86 OF THE RESOLVES OF 1918.

RESOLVE PROVIDING FOR AN INVESTIGATION OF THE COMPENSATION AND WORKING CONDITIONS OF OFFICIALS AND EMPLOYEES OF THE COMMONWEALTH AND OF THE SEVERAL COUNTIES THEREOF.

Resolved, That the supervisor of administration be authorized and directed to investigate the working conditions of the judicial and all other officials and employees, appointive or elective, of the commonwealth, except in the department of legislation, and the several counties thereof, other than those included in senate document number three hundred and seventy of the present year, and the duties of such officials and employees, and their salaries, fees, allowances and other compensations, and to report to the next general court on or before the fifteenth day of January a plan for classifying the positions held by such officials and employees into services, groups and grades and for standardizing salary rates and ranges, with such recommendations as he may deem expedient. For the purposes of this resolve the supervisor shall have and may exercise in regard to all officials, employees and activities to which this resolve applies, the powers granted by chapter two hundred and ninety-six of the General Acts of nineteen hundred and sixteen, and amendments thereto, relating to employment in the service of the commonwealth. The supervisor may employ such expert and clerical assistance as may be necessary to meet the requirements of this resolve, and the civil service laws and rules shall not apply to employment hereunder. [*Approved May 31, 1918.*

A committee of the Council, during the year 1917, made a study, in part, of the salaries of judicial officers and county officials and employees as authorized by an order of the Legislature of 1916. The result was embodied in a report to the Legislature of 1918, published as House Document No. 1175, Part II, accompanied by twenty-one proposed acts. These matters were referred in the Legislature and a number of acts were passed, some temporary and some permanent in their nature, and chapter 86 of the Resolves, as set forth above.

In the study of the judicial system and the problem of county departments, the Supervisor was confronted with the difficulty of finding any general plan which would apply to the Commonwealth and the counties, the counties varying in size and in other respects, from the county of Suffolk with a population in 1915 of 826,801, forming a dense metropolitan city, to the county of Dukes County with 4,909 people, and Nantucket County with 3,166 inhabitants, both the latter being island counties sparsely settled.

The problems presented by these widely different governmental units have made it impossible to arrive at a wholly just and logical conclusion, but an endeavor has been made to arrive at substantial justice, taking into consideration both the rights of the individual employees and at the same time protecting the interests of the taxpayers of the various counties.

In addition to personal investigation by this department, hearings have been held which have been largely attended, and all who desired have had opportunity to present facts and suggestions.

The resolve under which this study has been made covers certain employments in the State government, including the executive and managerial services. In this connection I recommend that in the State departments, boards and commissions, at this time of industrial reconstruction, labor unrest and partial unemployment, the Legislature should not act favorably on applications for salary increases for employees in the executive and managerial services of the Commonwealth. This is more important in view of the necessity, under a recent constitutional amendment, for the consolidation and reorganization of the State departments, with consequent abolition of some

positions and creation of others. When such consolidation is completed there will be a better chance to make a proper valuation of positions in these services, and such valuation will be more justly accomplished if taken as a single problem at that time.

In the following pages the recommendations, which are accompanied by bills, do not apply except, as specifically noted, to Suffolk, Nantucket or Dukes County. Suffolk County, being the large metropolitan county of the Commonwealth, appears to be in a class by itself, and is not comparable with other counties on a population or any other basis. On the other hand, Nantucket and Dukes County are so small that they must be treated as belonging to a special class. The general recommendations cover the counties ranging in population from Middlesex, with over 700,000, down to and including Barnstable, with nearly 30,000 population.

The study demonstrated, without reflecting on the ability of county officials, that the system of county government is open to serious objections. The Legislature should not expand the functions and activities of counties, but from time to time various governmental functions now exercised by counties should be consolidated with corresponding State activities, to the end that the necessity for county government, as such, shall gradually disappear, and that divisions of the State wherever necessary shall be made for judicial and similar purposes, but not, as at present, to cover a wide range of governmental activity.

As examples of the necessity for such curtailment and reorganization of county government, the following facts are noted: —

Under the law, clerks of courts are elected by the people, while assistant clerks of courts are appointed by the judges. A similar situation applies to the organization of the registries of probate. It seems obvious that if an official is to be in charge of an office he should have some control of the appointment and removal of his deputies or assistants, or that they should all be appointed and subject to removal by the same authority. Moreover, the multiplicity of elective county officials is entirely in opposition to the present trend of public

thought looking toward the placing of responsibility and the definitizing of control, and the election of such officers tends to the injection of politics into departments which are charged solely with either administrative functions, or those which are entirely a part of the judicial system. All houses of correction, county jails, truant schools and other institutions should be abolished and these functions exercised by a central State authority.

The Legislature should authorize a thorough study of the judicial system, with a view to simplifying judicial procedure and reducing the multiplicity of courts. A bill is filed herewith for this purpose. As evidence of the necessity for such study we set forth the following interesting comparative tables showing the judicial organization of the courts in England and in Massachusetts: —

England.

[Population, 34,045,290; judicial organization.]

	Judges.
Lord Chancellor,	1
Lords of Appeals in Ordinary,	6
Lord Justices of Appeal,	6
Justices of the High Court,	24
County justices,	57
Metropolitan magistrates,	23
Stipendiary magistrates,	18
	135

Massachusetts.

[Population, 3,603,310; judicial organization.]

	Judges.
Federal courts,	4
Chief Justice, Supreme Court,	1
Justices, Supreme Court,	6
Chief Justice, Superior Court,	1
Justices, Superior Court,	27
Probate judges,	18
Land Court,	2
Municipal Court of Boston,	9
Juvenile Court of Boston,	1
District, police and municipal courts and trial justices,	83
	152

In England the 135 judges perform all the judicial duties of the 152 judges listed under Massachusetts in the above table,

and in addition the English Appellate Courts act as courts of appeal for the entire British Empire. It is generally agreed that the administration of justice in England is a model of expedition and efficiency.

Throughout this study an attempt has been made to devise a plan or basis for fixing salaries rather than an actual valuation of a specific position. In the bills and charts submitted herewith the real emphasis should be placed upon the plan rather than upon the actual salary scale recommended. The General Court, with the full knowledge of the entire problem, may increase or decrease the amount paid to any class of officials simply by changing the minimum salary either up or down, and thereby changing the whole salary scale of such position from top to bottom, provided the General Court is willing to assume the burden of added expenditures.

The Courts.

An intensive study of the judicial system of the Commonwealth would require more time than has been possible under the limit set by the resolve. A few of the matters worthy of discussion are as follows: —

First, the entire question of compensation of the judiciary is complicated by the factor of pensions. These positions all carry a very substantial pension after a comparatively short tenure of office, and the salaries paid must be considered in the light of a life appointment with a large pension on retirement. In the Supreme Court and in the Superior Court the judges are judges for the entire Commonwealth, and therefore there is no question of a schedule, since all judges on the same bench should receive equal salaries. In the Supreme Court the matter of salaries is entirely a question of valuation, and the General Court has fixed the value at $10,500 for the chief justice, and $10,000 for each associate justice. In the Superior Court the present salaries are, for the chief justice, $8,500, and for the associate justices, $8,000 plus in each case $500 for travel. In practice most of the traveling is done by the recently appointed judges, many of whom expend considerably more than the $500 allowance, while the judges of long service do comparatively little traveling and expend a very insignificant amount for this

purpose. This traveling allowance becomes, through the operation of this system, an increase in salary according to length of service. Except for the factor of pensions, which in the case of judges are non-contributory and very large, a substantial increase in salary would be recommended.

In the probate courts the geographical size and the population of the jurisdiction is a factor of such importance as to entirely change the basis of compensation. The probate courts are now county courts, and their jurisdiction varies from Suffolk County, with a population of over 800,000, to Nantucket County, with a population of but little over 3,000. The legal jurisdiction of this court has been greatly enlarged in recent years, and the nature of the services performed calls for men of high ability, yet it is obviously impossible to pay the judge of probate in a county of the size of Nantucket an equal salary to that paid to judges in the larger counties. This matter will be dealt with at more length in a later part of the report.

In the district, police and municipal courts conditions are equally varied, since the population of districts served by the various judges range from 3,000 to nearly 200,000 for a single district. Although the requirements of the position in the small court are similar to those in a larger court, the salary of a judge in a district with a population of 3,000 cannot be as high as that in a district with a population of from 100,000 to 200,000. Investigation of this matter leads to the conclusion that, while a schedule of compensation can be devised on the basis of population, a more proper approach to this problem will be attained through a study of the entire judicial field, as provided in the accompanying bill for a judicature commission, with a view to a redistricting of the courts and a more equal limit of territorial jurisdiction.

Supreme Judicial and Superior Courts.

No change is recommended in the salaries of justices of the Supreme Judicial and Superior courts because these salaries have been readjusted within recent years, and the question of the salaries of these justices presents no question of standardization, and is entirely a matter of valuation of the services to be decided by the General Court.

Land Court.

Salaries paid to the judge and associate judge of the Land Court, namely, $8,000 each, are the same as those paid to associate justices of the Superior Court. Manifestly, no increase in these salaries should be considered unless, in the wisdom of the General Court, a substantial increase is granted to the Superior Court justices.

Under the provisions of chapter 287 of the General Acts of 1918 the salary of the recorder of the Land Court was fixed at $6,500, which seems to be fair and equitable, and therefore no recommendation for a change in the salary of this position is made.

The salaries of assistant recorders of the Land Court should be abolished as such, and their compensation as registers of deeds should be fixed so that they shall be compensated for all duties performed under one salary as set forth hereafter.

Probate Courts.

As was pointed out in the report of last year, and emphasized at the hearings this year, "The jurisdiction of the probate courts has been very greatly enlarged in recent years, the enactment of the inheritance tax and other laws having put upon the judges of these courts very great and responsible duties which they had not heretofore. To this court have been removed from the Superior Court many important matters of jurisdiction, thereby freeing the great trial court of the Commonwealth from some of the work it formerly performed, and placing it on the probate court."

There are to-day eighteen judges of probate, — one judge in each county of the Commonwealth except Suffolk, Middlesex, Essex and Worcester, which have two judges. Obviously, the amount of work performed by each of the judges in Suffolk and Middlesex outweighs that performed by the judge in Nantucket, with but slightly over 3,000 people under his jurisdiction, and yet cases of vital importance, requiring the highest degree of legal and judicial ability, may arise in the smaller counties from time to time, although less frequently than in the larger counties. Nevertheless, it is the right of an interested

party in one of the small counties to have his probate matters adjudged by an official so well qualified as to minimize the danger of a miscarriage of justice. Obviously, this condition cannot exist if judges of probate are paid on a basis of population, even with a considerable emphasis on minimum and maximum salaries.

The suggestion has been made that the probate courts should be made circuit courts, and that the judges should receive the same salary. This suggestion has met with considerable criticism on the ground that judges of probate should be as well acquainted with the parties appearing before them as possible, in order to be more able to render exact justice. In this connection the recommendations are as shown on Chart No. 3 and in the accompanying bill. Upon the resignation or retirement of the present incumbents of this office in the counties of Dukes County and Nantucket, the position of judge of probate for these two counties shall cease to exist, and the jurisdiction of the judge of probate in the county of Barnstable shall be increased to cover these two counties.

The recommendation for the salaries of judges of probate is outlined in the bill and set forth on the chart filed herewith. Except for Suffolk, Dukes County and Nantucket a minimum salary of $2,500 shall be paid on the basis of population, and the scale submitted would fix the present salary of judges of probate for Middlesex County at $6,000, with a higher maximum as population increases.

Analysis of the present situation discloses the fact that in several counties the clerks of courts are paid a very considerable amount more than the judge of probate in the same county, and further, that in numerous instances judges of police, district or municipal courts receive equal or greater compensation than the judge of probate in the county in which such court sits. Manifestly, both these situations are unjust, and, so far as practicable, the recommendations correct this situation.

Clerks of Courts.

Although registers of probate, registers of deeds and clerks of courts hold positions requiring, more or less, similar ability, investigation has shown that as a general proposition the

compensation of registers of deeds is by far the highest, clerks of courts second, and registers of probate, at present, considerably less than either. This is a manifest injustice.

Analysis shows that without a decided decrease in the salaries of registers of deeds and clerks of courts, and a great increase in the salaries of registers of probate, a considerable difference must continue to exist between these three groups of officials. This cannot be corrected in its entirety, but in the recommendations and bills submitted herewith an attempt has been made to change this condition and equalize the salaries as between these three groups. With this in mind, no general increase is recommended in salaries of clerks of courts, but the schedule shown in the accompanying bill and set forth on chart No. 4, based on population, seeks to equalize the salaries of clerks of courts, maintaining as nearly as possible present range of salaries, while at the same time providing for modest increases in accordance with the increase of population.

Except for the counties of Nantucket, Dukes County and Suffolk, the minimum salary for clerks of courts is $2,100, with additional compensation according to population, which will bring the salary of the clerk of courts of Middlesex County to $6,500, and provide for further increases above this figure with the growth of population.

Under the same bill assistant clerks of courts would receive compensation on the following basis: first assistant, a salary equal to 55 per cent of the salary of the clerk of courts; second and subsequent assistants, a salary equal to 50 per cent of the salary of the clerk of courts.

Registers of Probate.

The relation between judges of probate and registers of probate should be very close, and the salary of the register of probate should follow upon a parallel scale to that of the judge of probate, as shown in the accompanying bill, and the salaries of registers of probate are fixed in every case at $500 less than the salary of the judge of probate.

The salaries of the assistant registers of probate in the smaller counties with a population less than 400,000 should be 60 per cent of the salary of the register of probate, and in

counties having a population over 400,000, since in every case these counties now have two judges of probate and the assistant register must, of necessity, attend court a great deal of the time, the compensation of the assistant registers of probate should be 70 per cent of the salary of the register of probate.

In counties having a second assistant register of probate the salary of such second assistant should be in every case 60 per cent of the salary of the register of probate, and in counties having a third assistant register of probate the salary of such third assistant register should be in every case 50 per cent of the salary of the register of probate.

Registers of Deeds.

A most intricate and puzzling question has been to arrive at a just and fair estimate of the proper basis for salaries of registers of deeds and assistant recorders of the Land Court, this being by law the same person in each county. In the past the total salary of these officials has been greatly increased due to the fact that they have received dual compensation, — one salary as register of deeds, and additional compensation as assistant recorder of the Land Court. Such dual salaries have resulted in inequality by the payment of high salaries in the larger registries, and have not properly compensated the incumbents in smaller registries.

Registers of deeds have been paid a basic salary plus varying percentages of receipts. Analysis and investigation have disclosed no logical reason for fixing present basic and apparently in the past this basic has been agreed upon simply in order to get the total salary of the register at a certain agreed figure. The compensation paid to registers as assistant recorders of the Land Court has been, in many cases, high for the work actually done. In the present study all previous bases have been abandoned. As set forth in the accompanying bill and Chart No. 5, the basic salary of registers of deeds and assistant recorders of the Land Court has been worked out on a population basis the same as in the case of other officials.

Except in the counties of Nantucket, Dukes County and the Southern Registry of Berkshire County the basic salary is fixed at $2,000 on a population basis, such basic salary being increased according to population until in registries with a population over 350,000 the basic salary becomes $2,800. To this a sum equal to 10 per cent of the entire revenues of the registry, both from the registration of deeds and other papers and from the Land Court, is added, with a maximum salary for registers of deeds and assistant recorders of the Land Court at $6,500, such compensation to be in full for all services both as registers of deeds and assistant recorders of the Land Court.

A matter for consideration by the Legislature is that of the large number of registries of deeds. Berkshire County has three registries, Worcester County two, Bristol County three, Middlesex County two and Essex County two, and in every case a register of deeds is elected to have charge of the registry. A more proper system would provide that there be a register of deeds for each county, and that additional registries, where necessary, be placed in charge of an assistant register.

County Treasurers.

County treasurers are now paid on the basis of volume of business measured by the amount of receipts, excluding loans. The present classification injects an arbitrary basic salary to which is added in each class one mill per dollar of annual average receipts. This classification, although proper in the main, is weak in one particular, namely, that there seems to be no logical and fair basis for division into classes.

In other words, the basic salary is entirely arbitrary. It is also weak in that both the basic and the additional sum of one mill for each dollar of average annual receipts are subject to violent fluctuations as the expenditures of a county vary from year to year. The salaries of officials should not be subject to sudden change, and the schedule recommended is fixed on a basic salary on population to which is added in each case one mill for each dollar of average annual receipts, excluding loans, such compensation to be readjusted every five years.

In the accompanying bill, and as set forth on Chart No. 6, the basic salary of county treasurers fixed on the basis of population gives a minimum salary of $750 and increases according to population, so that with a population of 500,000 the basic salary is $3,000 per annum. To this basic in every case, as already

stated above, there is added one mill for each dollar of average annual receipts, excluding loans. Such a plan will affect few reductions, and will give a fair basis from year to year, and give to each county treasurer a fair additional compensation as the counties grow in population and as the expenditures of the counties increase.

Sheriffs.

Sheriffs, like registers of deeds, have in the past been paid salaries on a double basis. First, for duties performed as sheriff, and second, for duties performed as master and keeper of the jail or house of correction. As previously stated under the heading of "Registers of Deeds," whatever salary is agreed upon as just should be in full for all services rendered.

Therefore, as set forth on Chart No. 7 and in the accompanying bill, a schedule of salaries is provided to be in full for all services rendered, both as sheriff and as master and keeper, but should a sheriff elect not to act as master and keeper, he should receive $1,000 less than the amount set forth in the accompanying schedule.

Here, again, as in other instances, the basis is population, and in counties other than Dukes County, Nantucket and Suffolk the minimum salary should be, in counties with a population less than 40,000, $2,000, and on a logical basis of population increases, uniform salary increments of $100.

In addition to such salaries, actual traveling expenses when on official business of the county are provided for.

Deputy Sheriffs.

The matter of compensation for deputy sheriffs is one which involves the whole question of the fee system, and unless this matter is to be taken up in its entirety, no change in the present system is recommended.

County Commissioners.

Probably the fairest measure of the value of work performed by county commissioners would be the amount of money expended, but the county commissioners themselves agree that since the expenditures are almost entirely within their control,

such a basis for salaries would put a premium upon extravagance.

It is generally agreed that the present basis of population is the only basis not open to serious objection. It seems further to be a fact that, in general, county commissioners are well satisfied with their present salary rate.

As shown on Chart No. 8 and in the accompanying bill, only such trifling readjustments are proposed as will apply in the fullest degree the basis of population. This scale provides that for counties other than Dukes County, Nantucket and Suffolk having a population under 40,000, the salary shall be $700 per annum, and on the logical basis of $100 increments, according to increasing population, the salary at 500,000 shall be $2,800, with an additional $100 for each additional 100,000 of population over and above said 500,000.

Such scale, as has previously been stated, would make a very insignificant change in the present scale, and would work to the best interests of all concerned.

Associate County Commissioners.

As to associate county commissioners no change is recommended, since the present basis of compensation is fair and just.

District Attorneys.

Compensation of district attorneys and assistant district attorneys was covered by chapter 272 of the General Acts of 1918, and the result arrived at in the said act was, in the main, fair and just. No change is recommended.

Medical Examiners.

Except in the county of Suffolk, the work of medical examiners is performed by physicians as an incident to general practice.

In Suffolk County the two medical examiners receive $4,000 annually. The General Court of 1918, by chapter 249 of the General Acts, provided a salary of $6,000 for the two medical examiners, contingent upon the approval of the mayor and city council of the city of Boston. This act was rejected by the city.

In view of these facts, this department believes that as a matter of local self-government the desire of the city authorities be taken into account, and makes no recommendation for an increase in the salaries of these two medical examiners.

The present fee of $5 for a view does not seem to be adequate, and the accompanying bill provides that this fee be raised to $7.

Court Stenographers.

The report of 1918, printed as House Document No. 1175, contains the following statements, which statements are endorsed. Three bills are submitted herewith being identical with those submitted last year, for the same reason.

The committee is unable to find that the salaries paid court stenographers in counties of more than 200,000 population are inadequate.

The allowance to stenographers not on a salary basis has been fixed very recently by the Legislature, and we do not find it inadequate or unequal except in so far as it affects the stenographer who may be appointed for service in the Supreme Judicial Court, where the compensation is left at $10 a day. To equalize the salary we recommend the compensation of a stenographer in that court at the rate of $12 per day.

The court sits in the county of Nantucket on an average of but one day a term, and inasmuch as there is no court stenographer residing on the island, and the appointee comes from another county, and since the greater portion of two days is consumed in traveling, we believe the compensation allowed by statute is wholly inadequate, and that an additional allowance should be made to compensate for the time lost in traveling; and that an additional allowance of $18 would be adequate.

We also recommend that stenographers who are required to attend sittings of the court in more than one shire town be paid traveling expenses from the place where the clerk's office is established to the place of service, but not more than would be actually expended between such places. Court officers, clerks, sheriffs and jurors are reimbursed their actual expenses, but this proviso has never been extended to stenographers, who are sworn officers of the county. We aim to cure this inequality by our recommendation.

Other than outlined, we make no recommendation for change in the manner or amount of the compensation of court stenographers.

Court Officers.

A careful study of the question of compensation of court officers leads us to the conclusion that this group of employees is, by comparison with prison officers, jail officers, police officers and various other employees performing duties of at least as high a character, very well paid. No change is recommended in this case.

District, Police and Municipal Courts.

By common agreement the basis for fixing compensation of justices of district, police and municipal courts is that of population. In this matter serious consideration has been given to the representations of the judges and the clerks, to the findings of previous committees of investigation, and to the facts brought out at the hearings.

It has been demonstrated, as will be seen by reference to Chart No. 9, that previous salary schedules have been faulty, since reference to the diagram of present salaries shows that a large percentage of the judges have convinced the Legislature of the inadequacy and injustice of their salaries measured on this scale, and have secured special legislation. It has seemed to this department that one of the reasons making such special legislation necessary has been that in previous classifications the population increments and the salary increases were too great. That is, a judge must wait for a comparatively great population increase before receiving any salary increase, and, having once passed the proper population line, he has no hope for a further increase for many years to come. As a solution of this difficulty, and with the attempt to prevent constant application by individual judges for special legislation, we have made the population increments as small as possible, and made the salary increments in each instance $100.

On this basis, salary increases would occur in most instances at every census, particularly in those districts with a rapidly growing population. The plan submitted contemplates a minimum salary of $1,100 in districts with a comparatively small population, *i.e.*, those with a population of from 5,000 to 9,000, and an increase in salary of $100 for each increase of

1,000 in population, and by a graduated scale of population increments, with a salary increase of $100 in each case, a range of compensation which would give the largest court in the Commonwealth, that at Worcester, a present salary of $4,700, with proper provision for further increases above this figure as the population increases.

The present statutory provision giving clerks of courts a salary equal to 75 per cent of the salary of the judge is adhered to, and provision is made that assistant clerks of courts shall receive 75 per cent of the salary of the clerk, and second assistant clerks shall receive 60 per cent of the salary of the clerk.

Investigation of the whole question of the procedure in the district, police and municipal courts discloses the fact that some criticism is apparently justified of the use of special justices. It is unquestionably the intent of the law that, except in special instances where the need is actually great, the sitting justice shall handle the entire work of such court. However, in many instances such sitting justice has for his own convenience declared simultaneous sessions, and has thrown into the session presided over by the special justice a disproportionate number of cases from the docket. This adds to the cost of the administration of the court, and permits the sitting justice, who is paid an annual salary, to leave his court at an early hour to attend to private business or the practice of law.

This practice cannot be too rigidly curtailed without obstructing the administration of justice, but under the provisions of the accompanying bill a justice will be required to certify to the officer paying the compensation of special justices that the services of such special justice are necessary, with the reason therefor.

Bail Fees.

Under present statute clerks of court are not permitted to charge a fee for admitting persons to bail during the session of their court, but are permitted to charge fees for such services performed at other times. In many instances clerks of court receive a very considerable annual income from this source. Under the provisions of the accompanying bill clerks will be very adequately compensated for their services as such, and

should be restricted in the collection of bail fees to such an amount as will compensate them only for personal inconvenience outside of office hours.

Municipal Court of the City of Boston.

In treating the matter of compensation of judges of district, police and municipal courts the Central Court of Boston has been eliminated. In this court, with a chief justice and eight associate justices, the salaries are as follows: chief justice, $6,500; associate justices, $6,000; special justices, $25 per diem when sitting.

By comparison with the duties and requirements of the Supreme and Superior courts and of the probate court, the present compensation of judges of the Municipal Court of the City of Boston seems fair and adequate. I therefore make no recommendation for any change therein.

Salaries at present paid to clerks of the Municipal Court of Boston are as follows: —

Municipal Criminal Court.

Clerk,	$4,000
First assistant clerk,	2,700
Second assistant clerk,	2,420
Third assistant clerk,	2,420
Fourth assistant clerk,	2,200
Fifth assistant clerk,	1,870
Sixth assistant clerk,	1,870
Seventh assistant clerk,	1,760

Municipal Civil Court.

Clerk,	$4,000
First assistant clerk,	2,700
Second assistant clerk,	2,420
Third assistant clerk,	2,200
Fourth assistant clerk,	2,200
Fifth assistant clerk,	1,870
Sixth assistant clerk,	1,870
Seventh assistant clerk,	1,870

Chapter 287 of the General Acts of 1918 provided certain increases for the clerks and assistant clerks of the Municipal Court of Boston, subject to a referendum to the mayor and city council.

At that time the financial condition of the city was such that the mayor felt obliged to reject the provisions of said act. This act is substantially duplicated by House Bill No. 131, and this department understands that the city authorities no longer oppose the passage of such act.

Under the provisions of this act clerks would be paid a sum of $4,500 each; first assistant clerks, $3,000 each; second assistant clerks, $2,800 each; third and fourth assistant clerks, $2,500 each; and fifth, sixth and seventh assistant clerks, $2,000 each. This bill should carry a referendum to the mayor and city council of Boston.

The Juvenile Court.

The Boston Juvenile Court has apparently passed from the stage of an experiment to that of a recognized division of the judicial machinery of the county of Suffolk.

The present salary of the judge of this court is, in our opinion, inadequate. It is recommended that his salary be fixed at $4,000. In connection with this proposed increase it is well to note that the business of this court has increased as follows: —

	1907.	1918.
Formal cases,	1,045	~~1,045~~ 1500
Informal cases,	~~1,500~~ 1045	1,600

The accompanying bill fixes the salary of the clerk of the Juvenile Court at $3,000.

Probation Officers.

The probation system, although not new in Massachusetts, is, nevertheless, still in a state of development. Under present law the salaries of probation officers are fixed by the judges of the various courts to which they are assigned, and because of a wide variation in the necessities of the service, both as to caliber of employee and amount of time required, this system of salary adjustment should remain undisturbed.

Court Messengers.

The court messengers in the Supreme and Superior courts and the Municipal Court of the City of Boston hold positions requiring tact, judgment, responsibility and continuous attention to details, and the recommendation is made that they be paid as follows: Supreme and Superior courts, $2,500; Municipal Court of the City of Boston, $2,300.

Nantucket and Dukes County.

The counties of Nantucket and Dukes County are so small as to throw them out of all comparison with the other counties of the Commonwealth.

A careful study of the positions and salaries paid in the offices of these two counties leads to the recommendation that, for the present, no changes be made in salaries of the officials in either county.

Suffolk County.

The salaries of officers in Suffolk County are, in the main, adequate and fair. In some cases they are apparently too high, and in only a few instances too low.

Recommendations for changes in salary of officials in Suffolk County, which are set forth in bills submitted herewith, are as follows: —

Judges of probate, $7,500 each.
Register of probate, $6,500.
Assistant registers of probate, 55 per cent of salary of register.
Assistant clerk of the Supreme Judicial Court for Suffolk County, $4,000.
Assistant clerks of the Superior Court of Suffolk County for Criminal Business, 50 per cent of salary of clerk.
Register of deeds and assistant recorder of the Land Court (in full), $6,500.
First assistant register of deeds, 50 per cent of salary of register.

Except for these positions, no changes in present salary are recommended.

Clerical, Educational, Labor and Other Service in County Offices, Institutions and Judicial Departments.

I recommend that employees in the public service not included under the provisions of chapter 228 of the General Acts of 1918, and who are not otherwise specifically provided for, shall be controlled under specifications prepared under authority of said chapter, such specifications and control to be

applied to said employees by the county commissioners or such other financial-controlling officers and budget-making authorities as have jurisdiction over the various functions.

It is one of the unfortunate conditions clearly presented by this study that the county form of government does not and cannot operate equitably until the employees are in some way placed under a permanent and definite fiscal control.

Some receive the benefit of special legislation; others are responsible only to the elective official who is in absolute charge; while in the main, the underworker is forgotten altogether.

It is to be regretted that a classification which would operate cannot be prepared until the county system of government is fundamentally changed.

The following specific recommendations are accompanied by bills: —

1. That offices of registers of deeds, registers of probate, clerks of courts and county treasurers shall be open from 9 A.M. until 5 P.M., except Sundays and legal holidays, and that on Saturday such offices may be closed at 12 M.
2. That all clerical assistants employed in the above offices shall be entitled to an annual vacation with pay not to exceed three weeks, and after at least one year of service.
3. That all clerical assistants be paid a regular salary as full compensation for all services rendered, and that piecework be abolished.
4. That the present provision of law — Revised Laws, chapter 22, section 33 — be amended so that regular employees in the registries of deeds may be legally entitled to vacations with pay.

In addition to the above bills it is recommended that House Bill No. 172, which places clerical assistants in the offices of county treasurers on the same basis as to salaries, and so forth, as clerical assistants in other county offices, be passed. A bill is also filed making permanent the provisions of section 1 of chapter 260 of the General Acts of 1918, which act granted 10 per cent increase in compensation to certain county employees.

Respectfully submitted,

THOMAS W. WHITE,
Supervisor of Administration.

STATISTICAL TABLES.

STATISTICAL TABLES.

Judges of Probate.

Present Salary. — Basic fixed on population.
Proposed Salary. — Basic fixed on population.

County.	Present Salary.	Proposed Salary.
Middlesex,	$6,000 6,000	$6,000 6,000
Essex,	4,000 4,000	5,200 4,800
Worcester,	4,500 4,500	5,100 4,600
Bristol,	4,500	4,700
Hampden,	4,100	4,300
Norfolk,	5,000	4,000
Plymouth,	3,200	3,700
Berkshire,	3,000	3,500
Hampshire,	2,300	3,100
Franklin,	2,300	2,900
Barnstable,	2,300	2,700
	$55,700	$60,600

Present cost,	$55,700
Proposed cost,	60,600
Increase,	4,900
Additional cost by protecting present incumbents,	1,000
Total proposed cost (corrected),	61,600
Increase (corrected),	5,900

Registers of Probate.

Present Salary. — Basic fixed on population.

Proposed Salary. — Salary is $500 less than the salary of the judge, which is based on population.

County.	Present Salary.	Proposed Salary.
Middlesex,	$5,500	$5,500
Essex,	4,000	4,700
Worcester,	4,000	4,600
Bristol,	4,000	4,200
Hampden,	3,750	3,800
Norfolk,	3,750	3,500
Plymouth,	2,750	3,200
Berkshire,	2,300	3,000
Hampshire,	2,100	2,600
Franklin,	2,100	2,400
Barnstable,	2,100	2,200
	$36,350	$39,700

Present cost,	$36,350
Proposed cost,	39,700
Increase,	3,350
Additional cost by protecting present incumbents,	250
Total proposed cost (corrected),	39,950
Increase (corrected),	3,600

Assistant Registers of Probate and Insolvency.

Present Salary. — Fixed by statute. Chapter 284 of the General Acts of 1918.

Proposed Salary. — Fixed on a percentage of the salary of the register, as follows: assistant register in counties over 400,000 population, 70 per cent of salary of the register; assistant register in counties under 400,000 population, 60 per cent of salary of the register; second assistant register, 60 per cent of salary of the register; third assistant register, 50 per cent of salary of the register.

County.	Present Salary.	Proposed Salary.
Middlesex: —		
First assistant,	$3,500	$3,850
Second assistant,	3,000	3,300
Third assistant,	2,500	2,750
Essex: —		
First assistant,	2,500	3,290
Second assistant,	1,900	2,820
Worcester: —		
First assistant,	2,500	3,220
Second assistant,	1,750	2,760
Bristol,	2,500	2,520
Hampden,	2,100	2,280
Norfolk,	2,100	2,100
Plymouth,	1,500	1,920
Berkshire,	1,350	1,800
Hampshire,	1,150	1,560
Franklin,	1,150	1,440
Barnstable,	1,150	1,320
	$30,650	$36,930

Present cost,	$30,650
Proposed cost,	36,930
Increase,	6,280

Clerks of Courts.

Present Salary. — Basic fixed on population.
Proposed Salary. — Basic fixed on population.

County.	Present Salary.	Proposed Salary.
Middlesex,	$6,500	$6,500
Essex,	6,000	5,800
Worcester,	5,500	5,600
Bristol,	5,500	5,200
Hampden,	4,500	4,600
Norfolk,	4,000	4,000
Plymouth,	3,500	3,500
Berkshire,	3,000	3,100
Hampshire,	2,500	2,600
Franklin,	2,500	2,400
Barnstable,	2,000	2,200
	$45,500	$45,500

Present cost and proposed cost equal.
Additional cost by protecting present incumbents, ... $600
Total proposed cost (corrected), ... 46,100
Increase (corrected), ... 600

Assistant Clerks of Courts.

Present Salary. — Salary of first assistant clerks, 55 per cent of salary of clerk. Other assistant clerks, 50 per cent of salary of clerk, but classes of 200,000 or more population shall not receive less than $2,500. No salary specified for assistant clerks appointed for one year under statutes.

Proposed Salary. — First assistant, 55 per cent of salary of clerk. Other assistant clerks, 50 per cent of salary of clerk. No distinction made against assistants appointed for one year.

County.	Present Salary.	Proposed Salary.
Middlesex: —		
First assistant,	$3,575	$3,575
Second assistant,	3,250	3,250
Third assistant,	3,250	3,250
Fourth assistant,	3,250	3,250
Essex: —		
First assistant,	3,300	3,190
Second assistant,	3,000	2,900
Third assistant,	3,000	2,900
Fourth assistant,	3,000	2,900
Worcester: —		
First assistant,	3,025	3,080
Second assistant,	2,750	2,800
Third assistant,	2,750	2,800
Bristol,	3,025	2,860
Hampden: —		
First assistant,	2,500	2,530
Second assistant,	2,250	2,300
Third assistant,	1,700	2,300
Norfolk,	2,500	2,200
Plymouth,	1,925	1,925
Berkshire,	1,180	1,705
Hampshire,	990	1,430
Franklin,	1,000	1,320
Barnstable,	1,100	1,210
	$52,320	$53,675

Present cost, ... $52,320
Proposed cost, ... 53,675
Increase, ... 1,355
Additional cost by protecting present incumbents, ... 875
Total proposed cost (corrected), ... 54,550
Total increase (corrected), ... 2,230

REGISTERS OF DEEDS AND ASSISTANT RECORDERS OF THE LAND COURT.

Present Salary. — Basic fixed on annual receipts for the year 1917.

Proposed Salary. — Basic is population plus 10 per cent of receipts of both registry of deeds and Land Court for five years, 1913 to 1917, inclusive.

REGISTRY.	Present Salary.	Proposed Salary.
Middlesex (South),	$6,959 90	$6,500 00
Middlesex (North),	3,071 04	2,976 00
Essex (South),	5,197 43	4,973 00
Essex (North),	2,645 48	2,664 00
Worcester (Worcester),	4,910 88	4,893 00
Worcester (North),	2,338 79	2,425 00
Bristol (South),	2,920 81	3,095 00
Bristol (Fall River),	2,576 04	2,852 00
Bristol (North),	2,550 91	2,621 00
Hampden,	4,710 09	4,422 00
Norfolk,	5,100 00	4,415 00
Plymouth,	3,562 86	3,660 00
Berkshire (Middle),	2,145 91	2,359 00
Berkshire (North),	1,702 20	2,144 00
Hampshire,	2,225 05	2,399 00
Franklin,	2,212 97	2,341 00
Barnstable,	2,344 00	2,375 00
	$57,174 36	$57,114 00

Present cost,	$57,174 36
Proposed cost,	57,114 00
Decrease,	60 36
Additional cost by protecting present incumbents,	1,770 34
Total proposed cost (corrected),	58,884 34
Increase (corrected),	1,709 98

ASSISTANT REGISTERS OF DEEDS.

Present Salary. — In some cases assistant registers receive one-half the salary of the register, as such, the salary of the register as assistant recorder of the Land Court having no bearing on the assistant register's salary. In other cases assistant registers are paid as clerical assistants, titles and duties carrying no extra compensation.

Proposed Salary. — Basic is one-half the salary of the register as both register and assistant recorder of the Land Court, register to receive the same percentage of receipts in both the registry and Land Court.

REGISTRY.	Present Salary.	Proposed Salary.
Middlesex (South),	$2,625 00	$3,250 00
Essex (South),	2,425 00	2,487 00
Essex (North),	1,207 50	1,332 00
Worcester (Worcester),	2,475 00	2,447 00
Bristol (South),	1,420 00	1,548 00
Bristol (Fall River),	1,265 00	1,426 00
Bristol (North),	1,260 00	1,311 00
Hampden,	2,325 00	2,211 00
Norfolk,	2,114 00	2,204 00
Berkshire (Middle),	1,008 00	1,180 00
Franklin,	1,102 50	1,171 00
	$19,227 00	$20,567 00

Present cost,	$19,227
Proposed cost,	20,567
Increase,	1,340
Additional cost by protecting present incumbents,	142
Proposed cost (corrected),	20,709
Total proposed increase (corrected),	1,482

County Treasurers.

Present Salary. — Basic fixed on average receipts for five years, 1912 to 1916, inclusive, plus a sum equal to one mill for each dollar, exclusive of loans.

Proposed Salary. — Basic is population plus a sum equal to one mill for each dollar, exclusive of loans, for the same period of years.

County.	Present Salary.	Proposed Salary.
Middlesex,	$3,900	$3,919
Essex,	3,800	3,567
Worcester,	2,900	3,194
Bristol,	3,000	2,981
Hampden,	2,500	2,537
Norfolk,	2,600	2,581
Plymouth,	2,200	2,243
Berkshire,	1,700	1,937
Hampshire,	1,400	1,605
Franklin,	1,100	1,340
Barnstable,	900	820
	$26,000	$26,724

Present cost,	$26,000
Proposed cost,	26,724
Increase,	724
Additional cost by protecting present incumbents,	351
Total proposed cost (corrected),	27,075
Increase (corrected),	1,075

Sheriffs and Masters and Keepers.

Present Salary. — Basic fixed on population.

Proposed Salary. — Basic fixed on population. Where sheriff does not act as master and keeper $1,000 shall be deducted from proposed salary.

County.	Present Salary.	Proposed Salary.
Middlesex,	$4,000	$4,500
Essex,	4,000	4,100
Worcester,	3,750	4,100
Bristol,	3,000 [1]	3,000 [1]
Hampden,	3,750	3,800
Norfolk,	3,420	3,700
Plymouth,	2,980	3,500
Berkshire,	3,200	3,300
Hampshire,	2,650	2,600
Franklin,	1,375 [1]	1,375 [1]
Barnstable,	1,800	2,000
	$33,925	$35,975

[1] Does not act as master and keeper.

Present cost,	$33,925
Proposed cost,	35,975
Increase,	2,050
Additional cost by protecting present incumbents,	50
Total proposed cost (corrected),	36,025
Total increase (corrected) (not including Franklin and Bristol where sheriff is not master and keeper),	2,100

County Commissioners.

Present Salary. — Basic fixed on population.
Proposed Salary. — Basic fixed on population.

County.	Present Salary.	Proposed Salary.
Middlesex (3),	$3,000 = $9,000	$3,000 = $9,000
Essex (3),	2,600 = 7,800	2,800 = 8,000
Worcester (3),	2,600 = 7,800	2,600 = 7,800
Bristol (3),	2,200 = 6,600	2,300 = 6,900
Hampden (3),	1,800 = 5,400	2,000 = 6,000
Norfolk (3),	1,800 = 5,400	1,800 = 5,400
Plymouth (3),	1,400 = 4,200	1,400 = 4,200
Berkshire (3),	1,400 = 4,200	1,400 = 4,200
Hampshire (3),	1,000 = 3,000	1,000 = 3,000
Franklin (3),	750 = 2,250	800 = 2,400
Barnstable (3),	750 = 2,250	700 = 2,100
	$57,900	$59,400

Present cost,	$57,900
Proposed cost,	59,400
Increase,	1,500
Additional cost by protecting present incumbents,	150
Total proposed cost (corrected),	59,550
Total proposed increase (corrected),	1,650

Summary.

[Not including Suffolk, Nantucket and Dukes counties.]

Title of Positions.	Present Cost.	Proposed Cost.[1]	Increase.[1]
Judge of probate,	$55,700 00	$61,600 00	$5,900 00
Register of probate,	36,350 00	39,950 00	3,600 00
Assistant register of probate,	30,650 00	36,930 00	6,280 00
Clerks of courts,	45,500 00	46,100 00	600 00
Assistant clerks of courts,	52,320 00	54,550 00	2,230 00
Register of deeds,	57,174 36	58,884 34	1,709 98
Assistant register of deeds,	19,227 00	20,709 00	1,482 00
Treasurers,	26,000 00	27,075 00	1,075 00
Sheriffs,	33,925 00	36,025 00	2,100 00
County commissioners,	57,900 00	59,550 00	1,650 00
	$414,716 36	$441,373 34	$26,626 98

[1] Includes cost of protection to present incumbents.

District, Police and Municipal Courts.

Court.	Population.	Present Salary.	Proposed Salary.
Nantucket,	3,166	$500	$1,100
Williamstown,	4,073	1,320	1,100
Edgartown,	4,904	1,000	1,100
Winchendon,	5,908	990	1,200
Ipswich,	6,272	1,320	1,300
Orange,	8,037	1,320	1,500
Ware,	10,877	1,650	1,600
Natick,	11,119	1,500	1,700
Lee,	11,930	1,650	1,700
Amesbury,	12,361	1,650	1,700
Great Barrington,	12,683	1,650	1,700
Provincetown,	14,056	1,500	1,800
Barnstable,	14,762	1,500	1,800
Adams,	15,652	1,650	1,900
Westborough,	15,870	1,650	1,900
Stoughton,	17,237	1,650	2,000
Ayer,	17,333	2,000	2,000
Leominster,	17,646	1,650	2,000
Palmer,	18,423	1,650	2,000
Milford,	19,316	1,650	2,100
Peabody,	19,737	1,200	2,100
East Brookfield,	20,605	1,800	2,100
Clinton,	20,700	1,980	2,100
Middleborough,	20,998	1,800	2,100
Newburyport,	21,628	1,800	2,100
Plymouth,	21,726	1,980	2,100
Marlborough,	22,008	1,650	2,200
Blackstone,	22,043	1,980	2,200
North Adams,	23,576	1,980	2,200
Westfield,	24,060	2,200	2,200
Concord,	25,432	1,980	2,300
Franklin,	27,016	1,980	2,300
Framingham,	27,063	1,980	2,300
Chicopee,	30,108	2,200	2,400
Gloucester,	30,506	2,200	2,400
Brookline,	33,490	2,530	2,500
Brighton,	34,782	2,200	2,600
Athol,	35,609	2,200	2,600

DISTRICT, POLICE AND MUNICIPAL COURTS — *Concluded.*

COURT.	Population.	Present Salary.	Proposed Salary.
Attleboro,	36,237	$2,200	$2,600
Abington,	36,480	2,200	2,600
Southbridge,	38,462	2,200	2,700
Charlestown,	39,601	3,200	2,700
Greenfield,	40,219	2,200	2,700
Dedham,	41,096	2,200	2,700
Newton,	43,113	2,000	2,800
Fitchburg,	43,225	2,200	2,800
Woburn,	45,082	2,200	2,800
Waltham,	49,011	2,750	2,900
Taunton,	51,514	2,700	3,000
Pittsfield,	51,574	2,500	3,000
Haverhill,	56,128	2,750	3,100
Northampton,	58,672	2,750	3,100
Holyoke,	60,816	2,750	3,200
Chelsea,	68,604	3,000	3,300
South Boston,	72,876	3,200	3,400
Brockton,	78,099	3,000	3,500
East Boston,	78,438	3,000	3,500
West Roxbury,	78,287	3,000	3,500
Salem,	79,709	3,000	3,500
Quincy,	83,068	3,000	3,500
Somerville,	86,854	3,000	3,600
Lawrence,	118,200	3,500	4,000
Dorchester,	120,845	3,500	4,000
Lynn,	122,367	3,500	4,000
New Bedford,	126,824	4,000	4,100
Lowell,	122,022	4,000	4,100
Springfield,	129,607	4,000	4,100
Cambridge,	131,792	4,000	4,100
Fall River,	132,389	4,500	4,100
Malden,	146,795	4,000	4,300
Roxbury,	152,860	4,500	4,300
Worcester,	191,219	4,500	4,700
		$170,815	$190,300

Present cost,	$170,090
Proposed cost,	190,300
Additional cost by protecting present incumbents,	1,420
Proposed cost (corrected),	191,720
Proposed increase (corrected),	21,630

PROPOSED LEGISLATION.

PROPOSED LEGISLATION.

AN ACT TO PROVIDE FOR A JUDICATURE COMMISSION.

Be it enacted, etc., as follows:

SECTION 1. The governor, with the advice and consent of the council, shall, forthwith upon the passage of this act appoint a commission of five persons to investigate the judicial system of the commonwealth with a view to ascertaining whether any and what changes and improvements in the organization, rules and methods of procedure and practice of the several courts, the number and jurisdiction thereof, and the number and powers of the judges therein, and all offices and officers connected therewith, may be advantageously made, in such manner as to insure the more prompt, economical and satisfactory dispatch of judicial business. The commission shall be known as the judicature commission, and shall report to the general court on or before the first Wednesday in January in the year nineteen hundred and twenty, its conclusions with such drafts of proposed legislation as it may see fit to recommend, and shall report to the governor when requested, as to the progress of its work.

SECTION 2. The commission may give public hearings, shall have power to administer oaths and to require the attendance of witnesses and the production of books and documents, and may cause a stenographic report of the proceedings before it to be made. A witness who gives false testimony, or who fails to appear when duly summoned, shall be subject to the same penalties as are provided for a witness before a court.

SECTION 3. No member of said commission shall receive any compensation for his services, but the commission and the several members thereof shall be allowed from the state treasury such expenses for clerical and other services, travel and incidentals as the governor and council shall approve, not exceeding the sum of ten thousand dollars in any one year.

AN ACT TO ESTABLISH THE SALARIES OF JUDGES, REGISTERS AND ASSISTANT REGISTERS OF PROBATE IN CERTAIN COUNTIES.

Be it enacted, etc., as follows:

SECTION 1. The salaries of judges of probate shall be adjusted by the officer paying the salary on the basis of population of the respective counties, according to the following schedule: —

Counties under	10,000 population, salary of judge,	$2,500
Counties of	10,000 population, salary of judge,	2,600
Counties of	20,000 population, salary of judge,	2,700
Counties of	30,000 population, salary of judge,	2,800
Counties of	40,000 population, salary of judge,	2,900
Counties of	50,000 population, salary of judge,	3,000
Counties of	60,000 population, salary of judge,	3,100
Counties of	70,000 population, salary of judge,	3,200
Counties of	80,000 population, salary of judge,	3,300
Counties of	90,000 population, salary of judge,	3,400
Counties of	100,000 population, salary of judge,	3,500
Counties of	120,000 population, salary of judge,	3,600
Counties of	140,000 population, salary of judge,	3,700
Counties of	160,000 population, salary of judge,	3,800
Counties of	180,000 population, salary of judge,	3,900
Counties of	200,000 population, salary of judge,	4,000
Counties of	220,000 population, salary of judge,	4,100
Counties of	240,000 population, salary of judge,	4,200
Counties of	260,000 population, salary of judge,	4,300
Counties of	280,000 population, salary of judge,	4,400
Counties of	300,000 population, salary of judge,	4,500
Counties of	320,000 population, salary of judge,	4,600
Counties of	340,000 population, salary of judge,	4,700
Counties of	360,000 population, salary of judge,	4,800
Counties of	380,000 population, salary of judge,	4,900
Counties of	400,000 population, salary of judge,	5,000
Counties of	430,000 population, salary of judge,	5,100
Counties of	460,000 population, salary of judge,	5,200
Counties of	490,000 population, salary of judge,	5,300
Counties of	520,000 population, salary of judge,	5,400
Counties of	550,000 population, salary of judge,	5,500
Counties of	580,000 population, salary of judge,	5,600
Counties of	610,000 population, salary of judge,	5,700
Counties of	640,000 population, salary of judge,	5,800
Counties of	670,000 population, salary of judge,	5,900
Counties of	700,000 population, salary of judge,	6,000
Counties of	750,000 population, salary of judge,	6,100

Counties having a population of 800,000 and over, salary of judge, $6,200 plus $100 for each 50,000 population over 800,000.

SECTION 2. In counties having a population of four hundred thousand and over, where there are two judges of probate, the salary of the junior judge shall be adjusted by the officer paying the same according to the following schedule: —

Counties of	400,000 population, salary of junior judge,	$4,500
Counties of	420,000 population, salary of junior judge,	4,600
Counties of	440,000 population, salary of junior judge,	4,700
Counties of	460,000 population, salary of junior judge,	4,800
Counties of	480,000 population, salary of junior judge,	4,900
Counties of	500,000 population, salary of junior judge,	5,000
Counties of	520,000 population, salary of junior judge,	5,100
Counties of	540,000 population, salary of junior judge,	5,200
Counties of	560,000 population, salary of junior judge,	5,300
Counties of	580,000 population, salary of junior judge,	5,400
Counties of	600,000 population, salary of junior judge,	5,500
Counties of	620,000 population, salary of junior judge,	5,600
Counties of	640,000 population, salary of junior judge,	5,700
Counties of	660,000 population, salary of junior judge,	5,800
Counties of	680,000 population, salary of junior judge,	5,900
Counties of	700,000 population, salary of junior judge,	6,000
Counties of	750,000 population, salary of junior judge,	6,100

Counties having a population of 800,000 and over, the salary of the junior judge, $6,200 plus $100 increase for each 50,000 population over 800,000.

SECTION 3. The salaries of registers of probate shall in every case be five hundred dollars less than the salary paid to the senior judge of the respective county.

SECTION 4. In counties having a population of less than four hundred thousand the assistant register of probate shall receive a salary equal to sixty per cent of the salary paid to the register in his respective county, and in counties having a population of over four hundred thousand assistant registers of probate shall receive a salary equal to seventy per cent of the salary paid to the respective register of said county.

SECTION 5. Second assistant registers of probate shall receive a salary equal in every case to sixty per cent of the salary paid to their respective register of probate.

SECTION 6. The salary of third assistant registers of probate shall equal in every case fifty per cent of the salary of the respective register of probate.

SECTION 7. Salaries of the judges of probate, registers of probate and first, second and third assistant registers of probate shall be adjusted by the officer paying the salary on the basis of the census returns of the last state census in the year nineteen hundred and fifteen in accordance with the provisions of section one of this act, and such salaries when so adjusted shall be paid on and after June first in the current year; thereafter such salaries shall be readjusted by the officer paying the salary in the year succeeding each state and national census, in accordance with the classification set forth in section one, and the salary so readjusted shall be allowed from the first day of January in the year of adjustment.

SECTION 8. This act shall not apply to the counties of Dukes County, Nantucket and Suffolk.

SECTION 9. The provisions of this act shall not be construed to reduce the salary of any present incumbent.

AN ACT TO ESTABLISH THE SALARIES OF CLERKS AND ASSISTANT CLERKS OF COURT.

Be it enacted, etc., as follows:

SECTION 1. The salaries of clerks of courts shall be adjusted by the officer paying the salary on the basis of population of the respective counties, according to the following schedule: —

Counties under	20,000 population, salary of clerk,	$2,100
Counties of	20,000 population, salary of clerk,	2,200
Counties of	30,000 population, salary of clerk,	2,300
Counties of	40,000 population, salary of clerk,	2,400
Counties of	50,000 population, salary of clerk,	2,500
Counties of	60,000 population, salary of clerk,	2,600
Counties of	70,000 population, salary of clerk,	2,700
Counties of	80,000 population, salary of clerk,	2,800
Counties of	90,000 population, salary of clerk,	2,900
Counties of	100,000 population, salary of clerk,	3,000
Counties of	110,000 population, salary of clerk,	3,100
Counties of	120,000 population, salary of clerk,	3,200
Counties of	130,000 population, salary of clerk,	3,300
Counties of	140,000 population, salary of clerk,	3,400
Counties of	150,000 population, salary of clerk,	3,500
Counties of	160,000 population, salary of clerk,	3,600
Counties of	170,000 population, salary of clerk,	3,700
Counties of	180,000 population, salary of clerk,	3,800
Counties of	190,000 population, salary of clerk,	3,900
Counties of	200,000 population, salary of clerk,	4,000
Counties of	210,000 population, salary of clerk,	4,100
Counties of	220,000 population, salary of clerk,	4,200
Counties of	230,000 population, salary of clerk,	4,300
Counties of	240,000 population, salary of clerk,	4,400
Counties of	250,000 population, salary of clerk,	4,500
Counties of	260,000 population, salary of clerk,	4,600
Counties of	270,000 population, salary of clerk,	4,700
Counties of	280,000 population, salary of clerk,	4,800
Counties of	290,000 population, salary of clerk,	4,900
Counties of	300,000 population, salary of clerk,	5,000
Counties of	320,000 population, salary of clerk,	5,100
Counties of	340,000 population, salary of clerk,	5,200
Counties of	360,000 population, salary of clerk,	5,300
Counties of	380,000 population, salary of clerk,	5,400
Counties of	400,000 population, salary of clerk,	5,500
Counties of	420,000 population, salary of clerk,	5,600
Counties of	440,000 population, salary of clerk,	5,700
Counties of	460,000 population, salary of clerk,	5,800
Counties of	480,000 population, salary of clerk,	5,900
Counties of	500,000 population, salary of clerk,	6,000

Counties of	540,000 population, salary of clerk,	$6,100
Counties of	580,000 population, salary of clerk,	6,200
Counties of	620,000 population, salary of clerk,	6,300
Counties of	660,000 population, salary of clerk,	6,400
Counties of	700,000 population, salary of clerk,	6,500

Counties having a population of 750,000 and over, salary of clerk, $6,600, plus $100 additional for each 50,000 population above 750,000.

SECTION 2. The salaries of first assistant clerks of court shall be equal to fifty-five per cent of the salary of the clerk of their respective court.

SECTION 3. The salaries of the second and subsequent assistant clerks shall be equal to fifty per cent of the salary of the clerk of their respective court.

SECTION 4. Salaries of the clerks and assistant clerks of court shall be adjusted by the officer paying the salary on the basis of the census returns of the last state census in the year nineteen hundred and fifteen in accordance with the provisions of section one of this act, and such salaries when so adjusted shall be paid on and after June first in the current year; thereafter such salaries shall be readjusted by the officer paying the salary in the year succeeding each state and national census, in accordance with the classification set forth in section one, and the salary so readjusted shall be allowed from the first day of January in the year of adjustment.

SECTION 5. This act shall not apply to the salaries of the clerks and assistant clerks in the counties of Nantucket, Dukes County and Suffolk.

SECTION 6. The provisions of this act shall not be construed to reduce the salary of any present incumbent.

AN ACT TO ESTABLISH THE SALARIES OF REGISTERS OF DEEDS AND ASSISTANT RECORDERS OF THE LAND COURT, AND ASSISTANT REGISTERS OF DEEDS.

Be it enacted, etc., as follows:

SECTION 1. The annual salaries of registers of deeds and assistant recorders of the land court shall be adjusted by the officer paying the salary on the basis of population of their respective district, according to the following schedule: —

Districts under	75,000 population, salary of register and assistant recorder,	$2,000
Districts of	75,000 population, salary of register and assistant recorder,	2,100
Districts of	100,000 population, salary of register and assistant recorder,	2,200
Districts of	125,000 population, salary of register and assistant recorder,	2,300
Districts of	150,000 population, salary of register and assistant recorder,	2,400

Districts of	200,000 population, salary of register and assistant recorder,	$2,500
Districts of	250,000 population, salary of register and assistant recorder,	2,600
Districts of	300,000 population, salary of register and assistant recorder,	2,700
Districts over	350,000 population, salary of register and assistant recorder,	2,800

In addition to the basic salary herein provided, each register of deeds and assistant recorder of the land court shall receive in addition thereto a sum equal to 10 per cent. of the gross income of the registry of deeds from all sources, and such compensation shall be in foll for all services rendered as register of deeds and assistant recorder of the land court, and the salary of any register of deeds or assistant recorder of the land court shall in no event exceed the maximum of $6,500.

SECTION 2. The salaries of assistant registers of deeds shall in each instance be equal to fifty per cent of the salary of the register of deeds in his respective county.

SECTION 3. Salaries of registers of deeds and assistant recorders of the land court and assistant registers of deeds shall be adjusted by the officer paying the salary on the basis of the census returns of the last state census in the year nineteen hundred and fifteen in accordance with the provisions of section one of this act, and such salaries when so adjusted shall be paid on and after June first in the current year; and thereafter such salaries shall be readjusted by the officer paying the salary in the year succeeding each state and national census, in accordance with the classification set forth in section one, and the salary so readjusted shall be allowed from the first day of January in the year of adjustment.

SECTION 4. This act shall not apply to the counties of Dukes county and Nantucket.

SECTION 5. The provisions of this act shall not be construed to reduce the salary of any present incumbent.

AN ACT TO ESTABLISH THE SALARIES OF COUNTY TREASURERS IN CERTAIN COUNTIES.

Be it enacted, etc., as follows:

SECTION 1. The annual salaries of county treasurers shall be adjusted by the officer paying the salary on the basis of population of the respective county according to the following schedule: —

Counties under	30,000 population, salary of treasurer,	$750
Counties of	30,000 population, salary of treasurer,	1,000
Counties of	40,000 population, salary of treasurer,	1,250
Counties of	50,000 population, salary of treasurer,	1,500
Counties of	100,000 population, salary of treasurer,	1,750
Counties of	150,000 population, salary of treasurer,	2,000
Counties of	200,000 population, salary of treasurer,	2,250

Counties of	300,000 population, salary of treasurer,	$2,500
Counties of	400,000 population, salary of treasurer,	2,750
Counties over	500,000 population, salary of treasurer,	3,000

In addition to such basic salary, as herein provided, each treasurer shall receive additional compensation equal to the sum of one mill for each dollar of average annual receipts of his respective county, excluding loans, over a period of five years.

SECTION 2. Salaries of treasurers shall be adjusted by the officer paying the salary on the basis of the census returns of the last state census in the year nineteen hundred and fifteen in accordance with the provisions of section one of this act, and such salaries when so adjusted shall be paid on and after June first in the current year; and thereafter such salaries shall be readjusted by the officer paying the salary in the year succeeding each state and national census, in accordance with the classification set forth in section one, and the salary so readjusted shall be allowed from the first day of January in the year of adjustment.

SECTION 3. This act shall not apply to the counties of Dukes County, Nantucket and Suffolk.

SECTION 4. The provisions of this act shall not be construed to reduce the salary of any present incumbent.

AN ACT TO ESTABLISH THE SALARIES OF SHERIFFS IN CERTAIN COUNTIES.

Be it enacted, etc., as follows:

SECTION 1. The salaries of sheriffs of the respective counties, unless otherwise provided herein, shall be adjusted by the officer paying the salary on the basis of population of the county, according to the following schedule: —

Counties under	40,000 population, salary of sheriff,	$2,000
Counties of	40,000 population, salary of sheriff,	2,100
Counties of	45,000 population, salary of sheriff,	2,200
Counties of	50,000 population, salary of sheriff,	2,300
Counties of	55,000 population, salary of sheriff,	2,400
Counties of	60,000 population, salary of sheriff,	2,500
Counties of	65,000 population, salary of sheriff,	2,600
Counties of	70,000 population, salary of sheriff,	2,700
Counties of	75,000 population, salary of sheriff,	2,800
Counties of	80,000 population, salary of sheriff,	2,900
Counties of	85,000 population, salary of sheriff,	3,000
Counties of	90,000 population, salary of sheriff,	3,100
Counties of	95,000 population, salary of sheriff,	3,200
Counties of	100,000 population, salary of sheriff,	3,300
Counties of	125,000 population, salary of sheriff,	3,400
Counties of	150,000 population, salary of sheriff,	3,500
Counties of	175,000 population, salary of sheriff,	3,600

Counties of	200,000 population, salary of sheriff,	$3,700
Counties of	250,000 population, salary of sheriff,	3,800
Counties of	300,000 population, salary of sheriff,	3,900
Counties of	350,000 population, salary of sheriff,	4,000
Counties of	400,000 population, salary of sheriff,	4,100

Counties having a population of 475,000 and over, salary of sheriff, $4,200 plus $100 additional for each 75,000 population above 475,000.

SECTION 2. Salaries of sheriffs shall be adjusted by the officer paying the salary on the basis of the census returns of the last state census in the year nineteen hundred and fifteen in accordance with the provisions of section one of this act, and such salaries when so adjusted shall be paid on and after June first in the current year; and thereafter such salaries shall be readjusted by the officer paying the salary in the year succeeding each state and national census, in accordance with the classification set forth in section one, and the salary so readjusted shall be allowed from the first day of January in the year of adjustment.

SECTION 3. Salaries paid to sheriffs in the counties affected by the provisions of this act shall be in full compensation for all services rendered both as sheriff and master and keeper of the jail or house of correction. In cases where the sheriff shall elect not to act as master and keeper of the jail or house of correction a sum of one thousand dollars per annum shall be deducted from the salary as adjusted under the provisions of this act, and such amount shall be allowed towards the salary of the person appointed to act as master and keeper of such house of correction or jail.

SECTION 4. Sheriffs who also act as master and keeper of the jail or house of correction shall be entitled to rent, heat and light, and such subsistence as they may desire out of the regular subsistence rations purchased for prisoners, and such allowance shall not be deducted from their salary. Sheriffs shall also be entitled to actual traveling expenses incurred when on official business of the county.

SECTION 5. This act shall not apply to the counties of Suffolk, Dukes county and Nantucket.

SECTION 6. The provisions of this act shall not be construed to reduce the salary of any present incumbent.

AN ACT TO ESTABLISH THE SALARIES OF COUNTY COMMISSIONERS.

Be it enacted, etc., as follows:

SECTION 1. The annual salaries paid to county commissioners by the respective counties shall be adjusted by the officer paying the salaries on the basis of population of the county, according to the following schedule: —

Counties under	40,000 population, salary of commissioner,	$700
Counties of	40,000 population, salary of commissioner,	800
Counties of	50,000 population, salary of commissioner,	900
Counties of	60,000 population, salary of commissioner,	1,000
Counties of	70,000 population, salary of commissioner,	1,100
Counties of	80,000 population, salary of commissioner,	1,200
Counties of	90,000 population, salary of commissioner,	1,300
Counties of	100,000 population, salary of commissioner,	1,400
Counties of	125,000 population, salary of commissioner,	1,500
Counties of	150,000 population, salary of commissioner,	1,600
Counties of	175,000 population, salary of commissioner,	1,700
Counties of	200,000 population, salary of commissioner,	1,800
Counties of	225,000 population, salary of commissioner,	1,900
Counties of	250,000 population, salary of commissioner,	2,000
Counties of	275,000 population, salary of commissioner,	2,100
Counties of	300,000 population, salary of commissioner,	2,200
Counties of	325,000 population, salary of commissioner,	2,300
Counties of	350,000 population, salary of commissioner,	2,400
Counties of	375,000 population, salary of commissioner,	2,500
Counties of	400,000 population, salary of commissioner,	2,600
Counties of	450,000 population, salary of commissioner,	2,700
Counties of	500,000 population, salary of commissioner,	2,800

Counties having a population of 600,000 and over, salary of county commissioners $2,900, plus $100 for each additional 100,000 in population over 600,000.

SECTION 2. Salaries of county commissioners shall be adjusted by the officer paying the salary on the basis of the census returns of the last state census in the year nineteen hundred and fifteen in accordance with the provisions of section one of this act, and such salaries when so adjusted shall be paid on and after June first in the current year; thereafter such salaries shall be readjusted by the officer paying the salary in the year succeeding each state and national census, in accordance with the classification set forth in section one, and the salary so readjusted shall be allowed from the first day of January in the year of adjustment.

SECTION 3. The provisions of this act shall not apply to the county of Dukes county.

SECTION 4. The provisions of this act shall not be construed to reduce the salary of any present incumbent.

AN ACT TO ESTABLISH THE SALARIES OF JUSTICES, CLERKS AND ASSISTANT CLERKS OF POLICE, DISTRICT AND MUNICIPAL COURTS.

Be it enacted, etc., as follows:

SECTION 1. The annual salaries of the justices of police, district and municipal courts shall be adjusted by the officer paying the salary on the basis of population of the respective judicial district according to the following schedule: —

Judicial district under	5,000 population, salary of justice,	$1,100
Judicial district of	5,000 population, salary of justice,	1,200
Judicial district of	6,000 population, salary of justice,	1,300
Judicial district of	7,000 population, salary of justice,	1,400
Judicial district of	8,000 population, salary of justice,	1,500
Judicial district of	9,000 population, salary of justice,	1,600
Judicial district of	11,000 population, salary of justice,	1,700
Judicial district of	13,000 population, salary of justice,	1,800
Judicial district of	15,000 population, salary of justice,	1,900
Judicial district of	17,000 population, salary of justice,	2,000
Judicial district of	19,000 population, salary of justice,	2,100
Judicial district of	22,000 population, salary of justice,	2,200
Judicial district of	25,000 population, salary of justice,	2,300
Judicial district of	28,000 population, salary of justice,	2,400
Judicial district of	31,000 population, salary of justice,	2,500
Judicial district of	34,000 population, salary of justice,	2,600
Judicial district of	38,000 population, salary of justice,	2,700
Judicial district of	42,000 population, salary of justice,	2,800
Judicial district of	46,000 population, salary of justice,	2,900
Judicial district of	50,000 population, salary of justice,	3,000
Judicial district of	54,000 population, salary of justice,	3,100
Judicial district of	60,000 population, salary of justice,	3,200
Judicial district of	66,000 population, salary of justice,	3,300
Judicial district of	72,000 population, salary of justice,	3,400
Judicial district of	78,000 population, salary of justice,	3,500
Judicial district of	84,000 population, salary of justice,	3,600
Judicial district of	92,000 population, salary of justice,	3,700
Judicial district of	100,000 population, salary of justice,	3,800
Judicial district of	108,000 population, salary of justice,	3,900
Judicial district of	116,000 population, salary of justice,	4,000
Judicial district of	124,000 population, salary of justice,	4,100
Judicial district of	134,000 population, salary of justice,	4,200
Judicial district of	144,000 population, salary of justice,	4,300
Judicial district of	154,000 population, salary of justice,	4,400
Judicial district of	164,000 population, salary of justice,	4,500
Judicial district of	174,000 population, salary of justice,	4,600
Judicial district of	186,000 population, salary of justice,	4,700
Judicial district of	198,000 population, salary of justice,	4,800
Judicial district of	210,000 population, salary of justice,	4,900
Judicial district of	222,000 population, salary of justice,	5,000

Judicial districts having a population of 234,000 and over, salary of justices, $5,100 plus $100 additional for each 16,000 population over 234,000.

SECTION 2. Salaries of clerks of police, district and municipal courts shall be an amount equal to seventy-five per cent of the salary of the judge of their respective courts.

SECTION 3. Salaries of assistant clerks of police, district and municipal courts shall be an amount equal to seventy-five per cent of the salary of the clerk of the respective court.

SECTION 4. Salaries of second assistant clerks of police, district and municipal courts shall be an amount equal to sixty per cent of the salary of the clerk of the respective court.

SECTION 5. Salaries of the justices, clerks and assistant clerks of the police, district and municipal courts shall be adjusted by the officer paying the salary on the basis of the census returns of the last state census in the year nineteen hundred and fifteen, in accordance with the provisions of section one of this act, and such salaries when so adjusted shall be paid on or after June first in the current year; and thereafter such salaries shall be readjusted by the officer paying the salary in the year succeeding each state and national census in accordance with the classification set forth in section one, and the salaries so adjusted shall be allowed from the first day of January in the year of adjustment.

SECTION 6. All salaries provided herein shall be paid monthly, and shall be in full compensation for all services rendered.

SECTION 7. This act shall not apply to the salaries of justices, clerks and assistant clerks of the municipal court of the city of Boston in the county of Suffolk.

SECTION 8. The provisions of this act shall not reduce the salary of any present incumbent in office.

SECTION 9. All acts or parts of acts inconsistent herewith are hereby repealed.

AN ACT TO ESTABLISH THE SALARY OF CERTAIN OFFICERS OF THE COUNTY OF SUFFOLK.

Be it enacted, etc., as follows:

SECTION 1. The judge of probate in the county of Suffolk shall hereafter receive an annual salary of seventy-five hundred dollars.

SECTION 2. The register of probate in the county of Suffolk shall hereafter receive an annual salary of sixty-five hundred dollars.

SECTION 3. The assistant registers of probate in the county of Suffolk shall hereafter receive a salary equal to fifty-five per cent of the salary of the register in said county.

SECTION 4. The annual salary of the assistant clerk of the supreme judicial court for the county of Suffolk shall hereafter be four thousand dollars.

SECTION 5. All salaries readjusted in this section shall take effect on the first of July in the current year.

AN ACT TO ESTABLISH THE OFFICES OF ASSISTANT CLERKS OF THE SUPERIOR COURT FOR CRIMINAL BUSINESS IN THE COUNTY OF SUFFOLK, AND TO FIX THEIR SALARY.

Be it enacted, etc., as follows:

SECTION 1. Section six of chapter one hundred and sixty-five of the Revised Laws is hereby amended by adding thereto the following: — Two assistant clerks of said court for criminal business in the county of Suffolk.

SECTION 2. The salaries of assistant clerks of the superior court for criminal business in the county of Suffolk shall be equal to fifty per cent of the salary of the clerk of said court.

AN ACT TO ESTABLISH THE SALARIES OF MESSENGERS OF THE SUPREME JUDICIAL AND SUPERIOR COURTS OF SUFFOLK COUNTY AND OF THE MUNICIPAL COURT OF THE CITY OF BOSTON.

Be it enacted, etc., as follows:

SECTION 1. The messenger of the supreme judicial court shall hereafter receive an annual salary of twenty-five hundred dollars.

SECTION 2. The messenger of the superior court in the county of Suffolk shall hereafter receive an annual salary of twenty-five hundred dollars.

SECTION 3. The messenger of the municipal court of the city of Boston shall hereafter receive a salary of twenty-three hundred dollars.

SECTION 4. All salaries readjusted in this act shall take effect on the first day of July in the current year.

AN ACT RELATIVE TO THE SALARIES AND FEES OF CERTAIN MEDICAL EXAMINERS.

Be it enacted, etc., as follows:

Section seven of chapter twenty-four of the Revised Laws is hereby amended by striking out, in the ninth line, the word "five", and substituting therefor the word: — seven.

AN ACT TO ABOLISH THE OFFICE OF JUDGE OF PROBATE IN THE COUNTIES OF NANTUCKET AND DUKES COUNTY.

Be it enacted, etc., as follows:

Upon the decease or retirement of the present judge of probate in the counties of Nantucket and Dukes county, the office of such judge shall be abolished, and his powers and duties transferred to, and thereafter exercised by, the judge of probate of the county of Barnstable, who shall thereafter be judge of probate in said counties of Dukes county and Nantucket, and who shall have all necessary powers thereafter.

AN ACT RELATIVE TO THE COMPENSATION OF CERTAIN COURT STENOGRAPHERS.

Be it enacted, etc., as follows:

SECTION 1. Stenographers appointed by the supreme judicial court under the provisions of section eighty-three of chapter one hundred and sixty-five of the Revised Laws shall each receive twelve dollars for each day's actual and necessary attendance at court, and the same amount for transcripts as is allowed by section eighty-five of said chapter one hundred and sixty-five.

SECTION 2. This act shall take effect upon its passage.

AN ACT RELATIVE TO THE PAYMENT OF TRAVELING EXPENSES TO CERTAIN COURT STENOGRAPHERS.

Be it enacted, etc., as follows:

SECTION 1. Stenographers appointed for the superior court for counties other than the county of Suffolk, and who receive a salary established by the justices of said court, shall be reimbursed their actual necessary traveling expenses, when attending court out of the cities or towns in which the clerk's office in the county for which they are appointed is established, upon bills to be approved by the presiding justice; but no sum shall be allowed greater than would be expended in traveling from said city in which said office is established to the place of attendance.

SECTION 2. This act shall take effect upon its passage.

AN ACT RELATIVE TO THE COMPENSATION OF THE COURT STENOGRAPHER FOR THE SUPERIOR COURT FOR THE COUNTY OF NANTUCKET.

Be it enacted, etc., as follows:

SECTION 1. The stenographer appointed by the superior court for the county of Nantucket shall be allowed the sum of eighteen dollars for each sitting of said court in said county as compensation for time consumed in traveling, in addition to any sum which may be allowed by the court for actual and necessary attendance and expenses.

SECTION 2. This act shall take effect upon its passage.

AN ACT RELATIVE TO REGISTERS OF DEEDS, PROBATE, AND THE OFFICES OF CLERKS OF COURTS AND COUNTY COMMISSIONERS IN THE VARIOUS COUNTIES.

Be it enacted, etc., as follows:

The offices of the registers of deeds, registers of probate, clerks of courts, and the offices of county treasurers in every county shall hereafter be opened from nine o'clock in the morning until five o'clock in the afternoon every day except Sunday and legal holidays, except that on Saturday such offices may be closed at twelve o'clock noon.

AN ACT RELATIVE TO ALLOWANCES FOR CLERICAL ASSISTANTS IN THE OFFICES OF REGISTERS OF DEEDS.

Be it enacted, etc., as follows:

Section thirty-three of chapter twenty-two of the Revised Laws is hereby amended by striking out said section, and substituting the following: — *Section 33.* Registers shall be allowed for assistant registers, if no salary is fixed by law, and for clerical assistants such reasonable amounts as may be approved by the county commissioners from time to time, which shall be paid from the county treasury to the persons performing such work.

AN ACT RELATIVE TO COMPENSATION OF CERTAIN COUNTY EMPLOYEES.

Be it enacted, etc., as follows:

Clerical assistants in any county office shall hereafter be paid a regular salary as full compensation for all services rendered.

AN ACT RELATIVE TO VACATIONS OF CERTAIN COUNTY EMPLOYEES.

Be it enacted, etc., as follows:

All clerical assistants employed by registers of probate, deeds, clerks of courts, and county treasurers shall hereafter be entitled to an annual vacation not to exceed three weeks with pay, providing such employee has been in the service of such officer for at least a period of one year.

AN ACT RELATIVE TO THE COMPENSATION OF CERTAIN EMPLOYEES OF THE COUNTIES OF THE COMMONWEALTH.

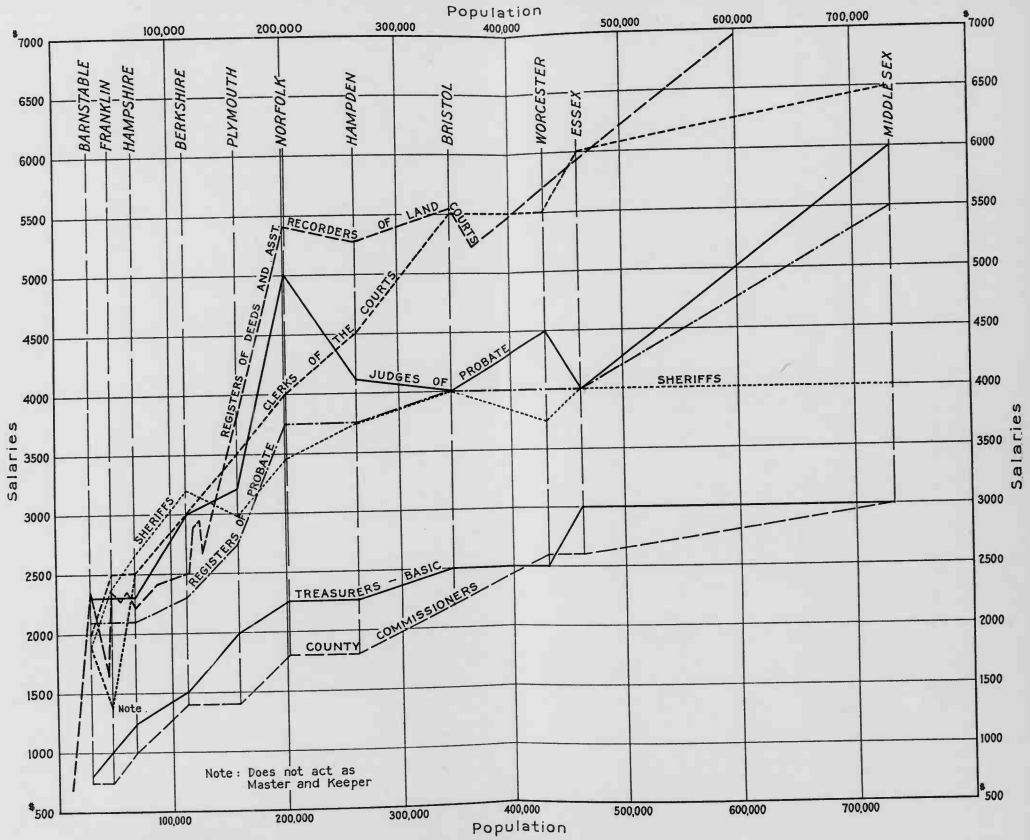
Be it enacted, etc., as follows:

Section one of chapter two hundred and sixty of the General Acts of nineteen hundred and eighteen is hereby amended by striking out, in the seventh, eighth, and ninth lines, the words "until further action of the general court relative to the standardization of the salaries of judicial and county officers and employees", so that said section as amended shall read as follows: *Section 1.* From and after the first day of July in the current year, all persons who are regularly in the employ of the several counties of the commonwealth whose annual compensation in full for all services rendered does not exceed twenty-five hundred dollars and whose salaries have not been increased by act of the general court passed during the current year, shall receive additional temporary compensation equal to ten per cent of the salaries received by them on the first day of July in the year nineteen hundred and seventeen.

MCH # 22850

PRESENT SALARIES — COUNTY OFFICIALS

CHART I



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